

READY

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RELEVANT

REVERED



INFORMATION

187th Fighter Wing

Vol. 3, No. 2 February 2014



www.187fw.ang.af.mil

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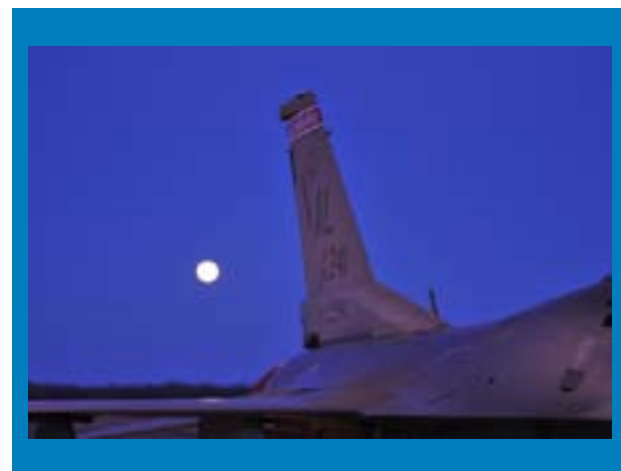
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ON THE COVER >> A 187 FW F-16C Fighting Falcon on the ramp at Barksdale AFB, LA (Green Flag East). See more photos at page 14. (Photo by Tech. Sgt. Matthew Garrett)

From the 1st Shirt Desk

ADDITIONAL DUTY 1ST SERGEANT

Troops,

Per the ANG first sergeant functional manager and 187 Command Chief, CMSgt McCall, I am authorized to announce that the 187 First Sergeant council will be interviewing qualified candidates for Additional Duty 1st Sergeant positions.

AFI 36-2113 (Jan 2010) paragraph 3.3 references the specific duties however, a rewrite is currently taking place and should be released within the next couple of months. You may also visit our Share Point page under Wing Programs/First Sergeant/Shared Documents. The folder title is "BEING A 1ST SERGEANT what it's all about".

TSgts, yes that's E-6 and above may qualify for an interview. Our goal is to have one additional duty for each diamond wearer. This additional duty could be used as a "trial" period when considering to become a full up diamond wearer. If you are ready to move up to the next level of leadership, we may have an opening for you.

To request more information and specific qualifications, respond via e-mail.

MSgt Matt Cooper
 AMXS 1st Sergeant

Online Personnel Services: myPers website... For your online personnel services

The Air Force online personnel services website, known as myPers, is a total force source for personnel information and services. As a RegAF, Guard, Reserve or civilian employee, use myPers to get your questions answered and conduct personnel business online when it's convenient for you. The myPers website has informative articles on personnel programs such as promotions, reenlistments, benefits, and transfers. Online services available include requesting your service verification letter, reviewing your current retirement points, accessing your official military personnel record, or nominating a member for a Federal award.

Upon entry there is a personalized home page just for you. Sections like "I Would Like To", "Most Viewed Articles," "Announcements for Airmen," and a search function make it easy for you to stay up-to-date and allow you to access the virtual Personnel Center – Guard/Reserve, or vPC-GR, and other applications. If you are not already a myPers user, visit the website

from any computer, anytime, at mypers.af.mil. You can log in using your common access card or a login name and password.

If you need assistance, you can reach the myPers- Total Force Service Center by selecting the "Contact Us" link from the myPers webpage. You can select the "Email Us" link to correspond electronically, or choose the "Other Contact Information" link to find the toll free 800 number and other options available for reaching the myPers-Total Force Service Center.

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mypers.af.mil

**Make myPers your first stop
 for personnel information
 and services**

Every "1" Counts

by Master Sgt David Betts, Human Resource Advisor
187th Fighter Wing



In the words of our commander, Col. Samuel Black, "Where will we be in the next five years?" "I am leaving," said MSgt Disappointed. "What?" said MSgt Hurt "I am leaving. I go beyond the call, but no one is recognizing it," said MSgt Disappointed. "But you are doing well," said MSgt Hurt. MSgt Disappointed replied, "I know; but it seems that unless you are in 'the know', NO ONE CARES. I can't get promoted although I take on more than most and prove that I am worthy."

Over the course of my career, I have seen leaders ask people who are already doing something to do more while those that are simply bodies in the unit continue to absorb the benefits. The working Airmen then are under-recognized, because they are doing their job.

Most of the 187th Fighter Wing is older than 35 and this means retirement is coming sooner rather than later. We are facing declining eligible Airmen noting 75% of America's youth are ineligible to serve in the military, 50% of the workforce is under the age of 30, and 57% of all college students are women.

The above conversation between MSgt Disappointed and MSgt Hurt occurred at Dannelly Field, which is exactly why we need mentoring. Furthermore, the lack of inclusion should not happen if there is proper leadership. Leaders can have either a negative or positive influence. The culture of a unit begins with leadership competencies. There are 16 Air Force Enduring Leadership Competencies which fall into three categories:

A. Personal Leadership- Tactical Level

1. Exercise Sound Judgment
2. Adapt and Perform under Pressure
3. Inspire Trust
4. Lead Courageously
5. Assess Self

B. Leading People / Teams – Operational Level

6. Foster Effective Communication
7. Drive Performance through Shared Vision, Values and Accountability
8. Influence through Win/Win Solutions
9. Mentor and Coach for Growth and Success
10. Promote Collaboration and Teamwork
11. Partner to Maximize Results

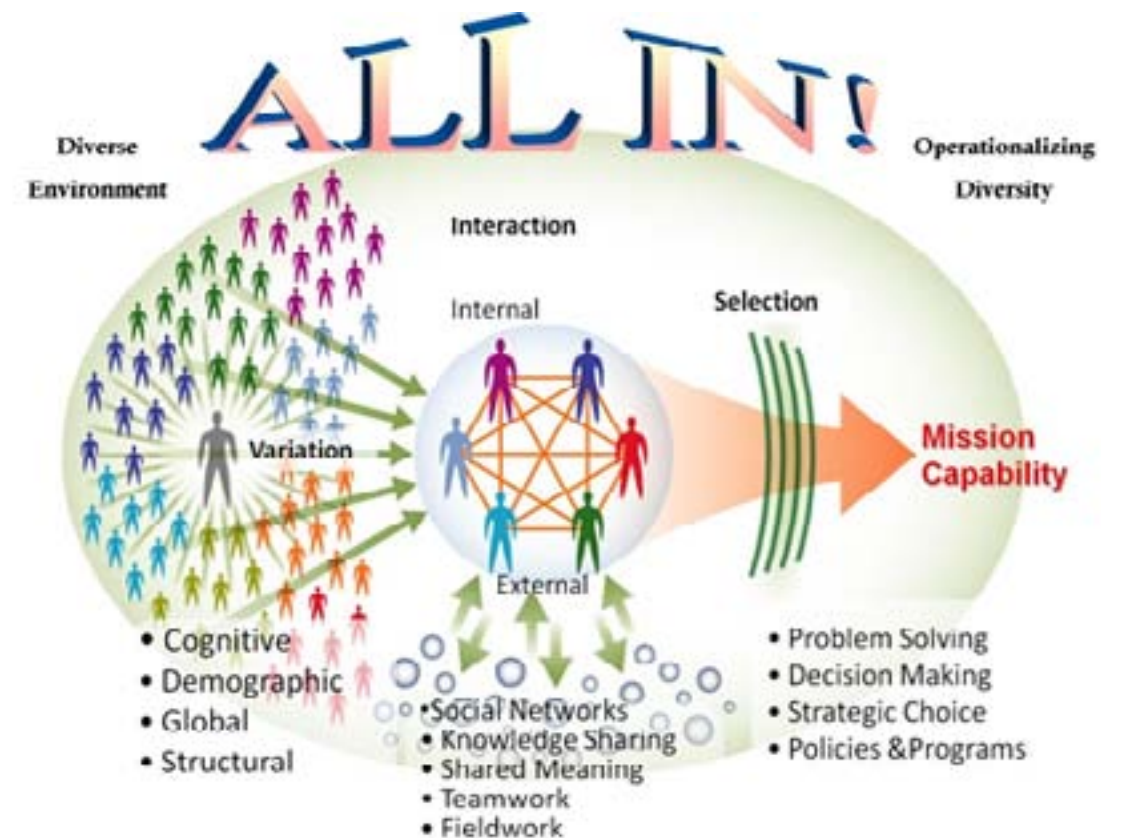
C. Leading the Institution – Strategic Level

12. Shape Air Force Strategy and Direction
13. Command Organizational and Mission Success through Enterprise Integration
14. Embrace Change and Transformation
15. Drive Execution
16. Attract, Retain, and Develop Talent

Although there may be some stagnant times in our Airmen career progression, we should always complete our professional military requirements which include Career Development Courses (CDCs) and Professional Military Education (PME) including the Airman Leadership School, the Non-Commissioned Officer Academy and the Senior Non-Commissioned Officer Academy requirements even when there are no slots available for the next promotion. Completing all of your CDCs (from one, three, five, seven and nine skill levels) in a timely manner, enable you to upgrade to the next skill level. Positive and competent leaders should assure they did not cause the stagnant times or otherwise create an environment of exclusion. Everyone counts.

PUSH– Prepare Until Something Happens! Success is when the opportunity presents to a prepared person or unit. "Infect as many as you can with your positive attitude," said Col. Black.

MSgt David Betts
Human Resource Advisor
"AIRMEN Resource Advisor – Eliminating disparity and confusion"
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Everybody Needs a Little Love

Greetings from Beale Air Force Base California! The New Year has come and all the excitement from the holidays has faded away and by now it's Groundhog Day. Everyday seems to be just like the next, as in the old 1993 comedy movie, "Groundhog Day".

In the movie, Bill Murray finds himself in a time loop, repeating the same day again and again, before he begins to re-examine his life and priorities. Maybe you haven't seen the movie, but sometimes you get in a rut and every day seems to repeat itself. And if your day is filled with stress, anger, sadness, grief and loss, dissatisfaction, hopelessness, sickness, lack of resources, pain, and maybe even boredom; then a day can seem like forever. As the days go by, you try harder and harder but find yourself fighting a losing battle; sometimes to a point of despair. It wasn't until the character decided to take on a new attitude that things began to change. Maya Angelou quoted, "If you don't like something, change it; if you can't change it, change your attitude." In the movie, Bill Murray begins to have a real Valentine's Day moment by focusing on others rather than on himself. He finds a way to refocus and reframe his situation by helping others.

You might find yourself having a Groundhog Day with New Year's Resolutions or other goals falling short and lose sight that sometimes the best way to get out of the hole is by showing a little love to someone else. You have been so focused on your life and what is not going right, that you miss the opportunity to show love to someone who might be in worse shape than you. Everyone is fighting some battle within and needs a little love. Re-examine where you are and your priorities by showing a little love this month because "Everybody Needs A Little Love."

Submitted by Chaplain John Bailey, Maj



(courtesy photo)



Airman & Family Readiness

by Mrs. Sharon Hubbert
187th Fighter Wing Family Readiness Program




- K-12 assistance in
 - Math, Science, Writing,
 - Social Studies and English
- Adult assistance for college coursework and resume/job search/citizenship/standardized testing
- For more information, check out the website:
www.myarmyonesource.com/cyss_tutor



\$500 Grants for Extra Curricular Activities!

Our Military Kids offers grants to the children of our deployed Service Members for a number of extracurricular activities. To see the full list of eligible activities and to apply, please visit:

www.ourmilitarykids.org



NACCRRRA: provides subsidies for deployed service members and their families to help pay for child care during a deployment. There are a few options for help with child care, for more information contact Kelli or Chrissy.



Sittercity Memberships are funded by the DoD to help you find local sitters and military subsidized child care providers. Memberships are available to Army, Marines, Navy and Air Force families.

Activate your membership at:
www.sittercity.com/dod

For more information please contact Mrs. Sharon Hubbert at 394-7527 or email sharon.hubbert@ang.af.mil



RECRUITING & RETENTION

187th Fighter Wing Retention Office



VISION

The vision of the 187th Fighter Wing Retention Office is to ensure the right people are in the right job at the right time. Utilization of retention resources will enable the retention team to retain qualified ANG members within the force structure which in turn will assist the Alabama Air National Guard's effort to meet and/or exceed its ANG mission.

MISSION

The mission of the 187th Fighter Wing Retention Office is to utilize all retention resources in motivating and guiding all members toward their full potential in the Alabama Air National Guard. Utilization of these resources will result in an outstanding performance and identify and eliminate career irritants.

G. I. Dependents' Scholarship Program

This nationally renowned program was created by Act 633 and approved October 1947 by the Alabama Legislature. It is administered by the Alabama Department of Veterans Affairs and is governed by the Code of Alabama 1975, Section 31-6-1.

For more information go to: <http://www.va.state.al.us/scholarship.htm>

For information on Cha 33 Post 9/11 GI-Bill to include:

ANG Post 9/11 GI Bill and TEB Process Steps

&

Post-9/11 Veterans

Educational Improvements

Act of 2010

&

Letter of Certification

from ARPC

go to our new Share-point at

<https://eis.ang.af.mil/org/187FW/Post%20911%20GI%20BillChapter%2033%20Inform>

IMPORTANT reminder: Effective 01 August 2013, all members will incur a 4 year service obligation from the date of their TEB request. This will also include AGRs.

If you are unable to print the approval letter from MilConnect, print a copy of the screen showing your request is approved, until the issue is fixed by the MilConnect site administrators.

To help expedite the TEB approval process, any of the following documents can be submitted to your ROM/RRNCO, verifying Post 9/11 GI Bill service eligibility:

- a. VA Certificate of Eligibility (COE) preferred
- b. ARPC Letter of Certification (LOE)
- c. eBenefits Eligibility Screen Shot
- d. DD 214s showing service authority (Title 10 and/or Title 32 502(f) AGR)
- e. AGR Orders (Current AGRs only).

Contact Master Sgt. Stanley K. "Ski" Krasinski at stanley.krasinski@ang.af.mil or call (334) 394-7480



RECRUITING & RETENTION

Please help the Recruiting Office help us by telling your story and promoting the AL Air National Guard!

-AFSC's on the FY14 2nd Quarter National and Local List are listed below that carry the \$20,000.00 NPS Bonus, 1606 GI-Bill, and \$350.00 KICKER and the \$15,000.00 PS Bonus-

NATIONAL ENLISTED INCENTIVE AFSC LIST

The **National** Enlisted Incentive AFSC list below includes all prefixes and shreds.

- 1P0X1 AIRCREW FLIGHT EQUIPMENT
- 2A3X3 TACTICAL AIRCRAFT MAINT
- 2A6X1 AEROSPACE PROPULSION
- 2A6X2 AEROSPACE GROUND EQUIPMENT
- 2A6X4 AIRCRAFT FUEL SYSTEMS
- 2A6X5 AIRCRAFT HYDRAULIC SYSTEMS
- 2A6X6 AIRCRAFT ELECTRICAL AND ENVIRONMENTAL SYSTEMS
- 2F0X1 FUELS
- 2S0X1 MATERIAL MANAGEMENT
- 2T2X1 AIR TRANSPORTATION
- 2W0X1 MUNITIONS SYSTEMS
- 2W1X1 AIRCRAFT ARMAMENT SYSTEMS
- 3D1X2 CYBER TRANSPORT SYSTEMS
- 3D1X3 RF TRANSMISSION SYSTEMS
- 3MOX1 SERVICES
- 3P0X1 SECURITY FORCES
- 4N0X1 AEROSPACE MEDICAL SERVICE

LOCAL ENLISTED INCENTIVE AFSC LIST FOR 2ND QUARTER FY14

The **Local** Enlisted Incentive AFSC list below includes all prefixes and shreds.

- 3E2X1 PAVEMENT AND CONSTRUCTION EQUIPMENT
- 3E9X1 EMERGENCY MANAGEMENT
- 3E3X1 STRUCTURAL APPRENTICE
- 3E0X2 ELECTRICAL POWER PRODUCTION
- 3D0X2 CYBER SYSTEMS OPERATIONS

*A motto for life: "People like hot fries!"
-CMSAF Robert D. Gaylor (Ret)*



Defense Equal Oppurtunity Survey

The Climate Assessment has Changed
Capt Maranda Brown, Equal Opportunity

Beginning 1 February 2014, the ANG Organizational Climate Assessment known to you as the Unit Climate Assessment (UCA) has transitioned to the Defense Equal Opportunity Survey (DEOCS). In an effort to improve the climate assessment process and remain consistent with other services this change was communicated by National Guard Bureau. The beauty of utilizing the DEOCS as opposed to the UCA is that it will be used by all Department of Defense service agencies. DEOCS is already utilized by other components or sister Services. Respondents' anonymity is protected when completing the online survey. No personally identifiable information is collected. It is accessible from any computer or smart device with internet access. The survey is slightly longer with 95 survey items yet only takes 20-25 minutes to complete. The climate factors measured by the DEOCS are more expansive than the UCA. An additional difference with the DEOCS is that it is administered annually as opposed to a minimum of every four years. Thus, anticipate a DEOCS in FY14.



REFERRAL SHEET

NAME OF REFERRAL:

ADDRESS:

PHONE NUMBER:

EMAIL:

REFERRED BY:

Tell us a little bit about yourself or your referral so we can assist you

A	Age :	DOB:		
P	Physical Condition: (Surgeries, Medication, Broken Bones, Etc; Explain in remarks below)	Ht:	Wt:	
P	Prior Service: (Years of service, Re-enlistment Code; explain in remarks below)	Branch:	Year Separated:	
L	Law Violations: HAVE YOU EVER BEEN CHARGED, ARRESTED, CITED, OR HELD FOR ANY LAW VIOLATION TO INCLUDE TRAFFIC OR VEHICLE INFRACTIONS INCLUDING SEALED RECORDS? (EVEN IF YOU WERE TOLD THAT YOU DIDN'T HAVE TO DISCLOSE) (If yes, explain in remarks below)			
E	High School Attended: Did you graduate or will you graduate: Highest level of education:	Year Grad:		
M	Marital Status:	Married	Single	Divorced
				# of Minor Dependents

Remarks:



IMPORTANT NOTICE



In accordance with the ALNG TAG'S Policy Letter dated 21 November 2013, POWs are allowed on ALNG installations. Members must adhere to the following to comply with the policy:

- a) **POWs are NOT** allowed until member receives a commander's brief,
- b) **POWs are NOT** allowed until member signs a statement of understanding,
- c) **POWs are NOT** allowed inside any building,
- d) POWs must be stored in a locked privately owned vehicle,
- e) Members must be eligible to carry a POW, according to all statutes and ordinances,
- f) Park in a valid designated area; (DANG defines a valid designated parking area as any legal POV parking space).
- g) Personnel will not use POWs under any circumstances to aid Security Forces
- h) **POWs are NOT** allowed on federal installations, i.e. Maxwell and Gunter AFB.

This is the TAG's policy and it's not negotiable. For additional information contact: Senior Master Sgt. David E. Sellers, 187th Security Forces Manager at 334-394-7535 or david.sellers@ang.af.mil



TOUCH & GOS

OFFICER VACANCY

AFSC: 1-21A3
 Title Vacancy: Aircraft Maintenance Officer
 Grade: O-3 to O-4
 Closeout Date: 10 March

AFSC: 1-21M3
 Title Vacancy: Munitions Maintenance Officer
 Grade: O-3 to O-4
 Closeout Date: 10 March

AFSC: 1-31P3
 Title Vacancy: Security Forces Officer
 Grade: O-2 to O-4
 Closeout Date: 17 February

Fitness Honors

The following individuals scored EXCELLENT during last month's Fitness Assessment.

Excellents in January

MAJ	Joseph Palen	100FS
CPT	William Sanford	CES
TSG	Carlos Brock	CES
TSG	Yolanda Stoves	CES
SSG	Thomas MCCaffety	MXS
SRA	Shatoria Hunt	MSG
SRA	Sarah Hutchins	AMXS
SRA	Jerame Smith	AMXS
A1C	Hunter Tucker	CES



JOIN THE HONOR GUARD

Do you look sharp in your Service Dress uniform? Have you wanted to better represent the 187th, but didn't quite know how? How about earning a little extra money?* Boy howdy, have I got an exciting opportunity for you! The 187th Color Guard is always looking for professional Airmen to join our ranks.

Perform precision like drill with a flag in front of an audience of adoring fans. Learn about the history of the US Flag. Carry a nonfunctioning pistol.

All of this sound too good to be true? Well don't take my word for it, listen to the testimony of TSgt Matthew Garrett: "I waited 9 years before joining the Color Guard, and my only regret is that I did not join earlier. It is an amazing group of professional Airmen and we always have a great time at events. Seeing myself in the Service Dress uniform has boosted my self image. "Thank you Color Guard!"

If you are interested in joining the 187th Color Guard, then send me, TSgt Matthew Garrett and TSgt Luis Enriquez an email expressing your interest. We would love to have you aboard!



GREEN FLAG EAST

187th Fighter Wing participates in Green Flag East

By Tech. Sgt. Christopher Baldwin

187th Fighter Wing Public Affairs

BARKSDALE AIR FORCE BASE, LA. - More than 145 Airmen and eight F-16C Fighting Falcon aircraft from the 187th Fighter Wing, Dannelly Field Air National Guard Base, Ala., traveled to Barksdale Air Force Base, La., to participate in Green Flag East, Jan. 12-28.

Green Flag is a simulated combat operation held between Barksdale Air Force Base and Fort Polk, La., to employ close air support and hone commination between air and ground forces.

“Green Flag gives us the opportunity to work directly with the Army which we don’t get a lot of practice with at home,” said Lt. Col. Clarence Borowski, 187th Operations Group commander. “We get to do some very involved scenarios with both large and small forces and do more than we do at home.”

The importance of joint training was not lost on members of the 187th FW.

“The Army is our customer down range, so it is important that we work with these guys and make sure we understand the same terminology, understand their tactics and they understand our tactics,” he said. “We also get the opportunity to understand their limitations and they understand our limitations. This is how we become more effective.”

Lt. Col. Casey Cooley, 187th Maintenance Group deputy commander, said exercises like GFE give Airmen the opportunity to train how they fight.

“The last place you want pilots and maintainers to see a scenario for the first time is down range,” he said. “Here, they are able to experience simulated scenarios to prepare them for what they may encounter during their tour. This exercise does a really good job preparing our guys.”

Though the 187th FW has many full-time Airmen, GFE provides an opportunity for traditional guardsmen to get hands-on training.

“The training that we get out of this exercise we can’t get at home,” said Chief Master Sgt. Johnny Tadlock, 187 MXG Quality Assurance Superintendent. “The young people we bring out here get a lot of extra training, like loading and downloading live ammunition; that gives them the real-world feeling of being on a deployment.”

Not only does this exercise provide training for the unit, it also provides an opportunity to enhance teamwork and mission effectiveness.

“You have to work together without a doubt,” said Tadlock. “This exercise brings all shops together. It helps for everybody to chip in.”

Though the 187th FW has many full time Airmen, GFE provides an opportunity for traditional guardsmen to get hands-on training.

“That’s the way we fight, almost never will there be a time that the Air Force will engage independently; it will almost always be with a joint partner, total force partner or international partner.”

For Airman 1st Class Paul Froom, 187th Fuel Systems, this exercise provided a learning experience on how to respond to jets in a time-crunch situation.

“We actually had to send them off to a mission in a timely fashion and ensured they got where they needed to be on time.”

Borowski’s goal for this exercise was to get new pilots more comfortable with the new technology on the jet, and provide Airmen with more experience and practice before going down range.

“Everything is a learning curve,” he said. “When you go out and do something for the first time you are going to be slower, you’re not going to be as accurate as you would be if you have done it a dozen times, so the more you practice the better you get.”



GREEN FLAG EAST *continued*



check out our facebook page at www.facebook.com/187thFighterWing
also the unit website at www.187fw.ang.af.mil for more